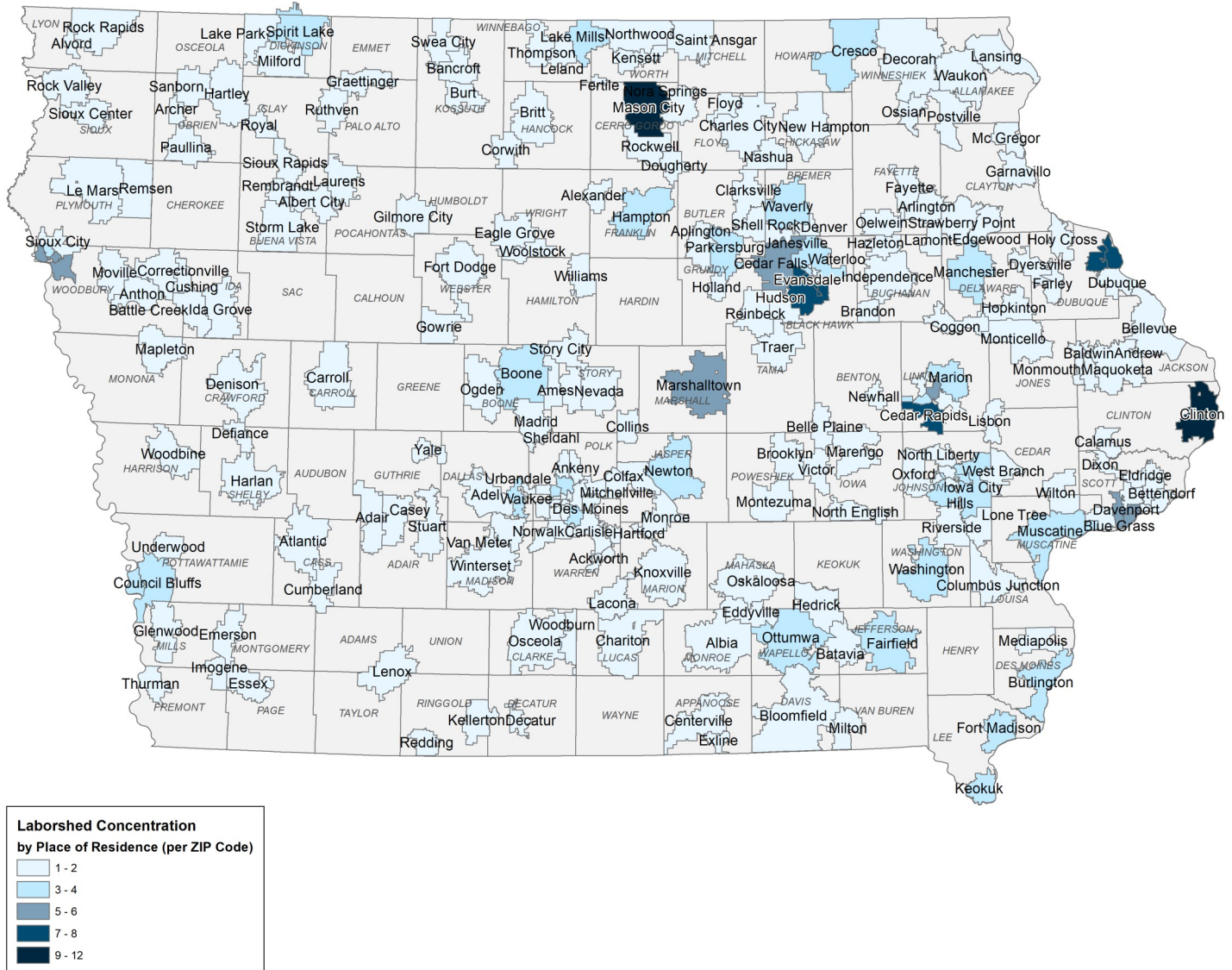


LABOR CHARACTERISTICS

PRODUCTION

STATE OF IOWA LABORSHED AREA

CONCENTRATION OF RESPONDENTS WITHIN THE LABORSHED AREA WITH TRANSFERABLE EXPERIENCE/SKILLS BY PLACE OF RESIDENCE



Workers who have transferable experience/skills in the industry are currently commuting an average of 13 miles one way for work. Those who are likely to change/accept employment are willing to commute an average of 23 miles one way for the right employment opportunity.

FOR MORE INFORMATION REGARDING THE STATE OF IOWA, IA LABORSHED, CONTACT:

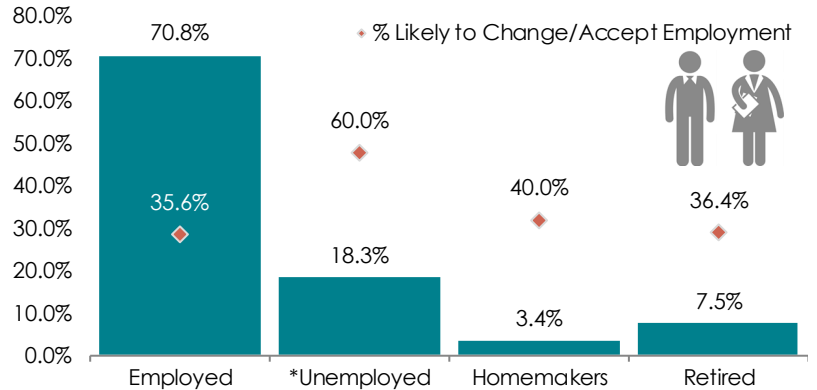
LABOR CHARACTERISTICS

PRODUCTION

ESTIMATED AVAILABLE LABOR PER OCCUPATIONAL CATEGORY:

- Adhesive Bonding Machine Operators & Tenders - 0.23%
- Assemblers & Fabricators - 6.16%
- Bakers - 3.42%
- Butchers & Meat Cutters - 0.68%
- Cabinetmakers & Bench Carpenters - 0.23%
- Chemical Equipment Operators & Tenders - 0.46%
- CNC Machine Programmers - 0.46%
- Computer-Controlled Machine Tool Operators - 0.91%
- Cutting, Punching, & Press Machine Operators - 1.37%
- Dental Laboratory Techs - 0.46%
- Engine & Other Machine Assemblers - 0.46%
- Fiberglass Laminators & Fabricators - 0.23%
- Food Batchmakers - 0.23%
- Furnace, Kiln, Oven, Drier, & Kettle Operators & Tenders - 0.46%
- Gas Plant Operators - 0.23%
- Grinding & Polishing Workers, Hand - 0.23%
- Inspectors, Testers, Sorters, Samplers, & Weighers - 4.79%
- Laundry & Dry-Cleaning Workers - 0.68%
- Machinists - 2.51%
- Meat, Poultry, & Fish Cutters & Trimmers - 0.23%
- Milling & Planing Machine Operators - 0.46%
- Mixing & Blending Machine Operators - 0.23%
- Molders, Shapers, & Casters, Except Metal & Plastic - 0.23%
- Molding, Coremaking, & Casting Machine Operators - 0.68%
- Multiple Machine Tool Operators - 12.1%
- Nuclear Power Reactor Operators - 0.23%
- Painting & Coating Workers - 0.46%
- Photographic Process Workers - 0.23%
- Photographic Process Workers & Processing Machine Operators - 0.23%
- Plant & System Operators - 0.23%
- Plating & Coating Machine Operators - 0.23%
- Power Plant Operators - 0.46%
- Prepress Technicians & Workers - 0.23%
- Print Binding & Finishing Workers - 0.23%
- Printing Press Operators - 0.91%
- Production Workers, All Other - 35.82%
- Sawing Machine Operators, Wood - 0.23%
- Separating, Filtering, Clarifying, Precipitating, & Still Machine Operators - 0.46%
- Sewing Machine Operators - 0.68%
- Stationary Engineers & Boiler Operators - 0.23%
- Supervisors of Production & Operating Workers - 11.64%
- Textile, Apparel, & Furnishings Workers, All Other - 0.23%
- Tire Builders - 0.46%
- Tool & Die Makers - 1.14%
- Water & Wastewater Treatment Plant & System Operators - 1.83%
- Welders, Cutters, Solderers, & Brazers - 5.48%
- Welding, Soldering, & Brazing Machine Operators - 0.23%

ESTIMATED TOTAL BY EMPLOYMENT STATUS (PERCENTAGE):



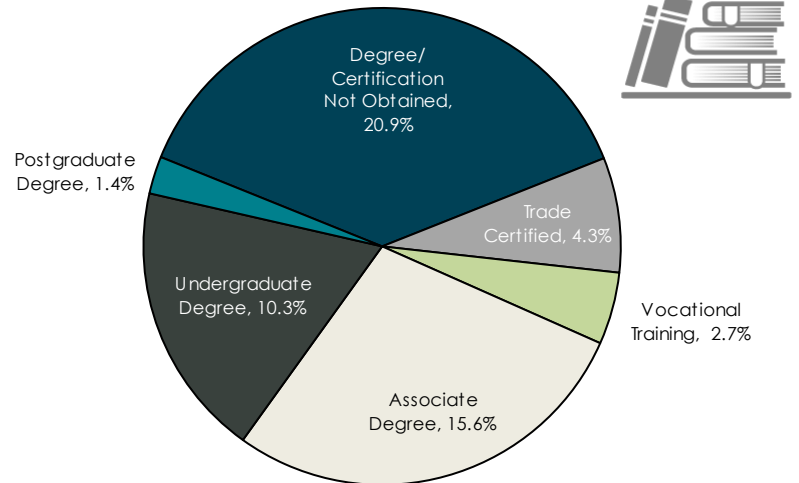
*Employment status is self-identified by the survey respondent. The unemployment percentage does not reflect the unemployment rate published by the U.S. Bureau of Labor Statistics, which applies a stricter definition.

EMPLOYMENT STATS:

- 89.4% paid an hourly wage
- 92.2% are/were employed full-time
- 7.8% are/were employed part-time
- 3.4% are/were self-employed
- 13.4% hold two or more jobs
- Currently working an average of 45 hours/week

EDUCATIONAL LEVEL:

(55.2% HAVE AN EDUCATION BEYOND HIGH SCHOOL)

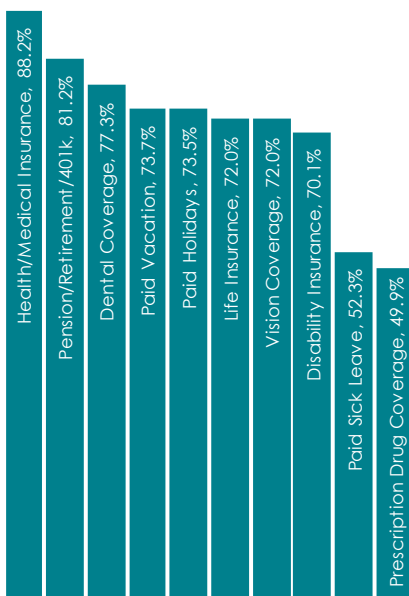


UNDEREMPLOYMENT (ESTIMATED):

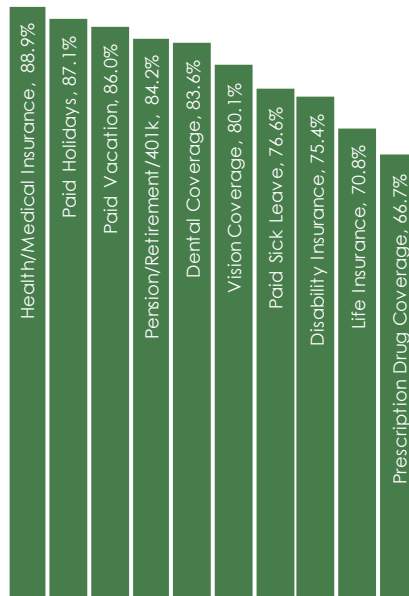
- Low hours - 1.1%
- Mismatch of skills - 5.3%
- Low income - 1.1%
- Total - 6.4%

(Individuals counted only once when estimating Total Underemployment.)

CURRENT BENEFITS:



DESIRED BENEFITS:



TOP JOB SEARCH RESOURCES:

(For those seeking employment opportunities, by use.)

- Internet - 63.2%
 - www.indeed.com
 - www.linkedin.com
 - www.monster.com
- IowaWORKS Centers - 26.4%
- Networking through friends, family or acquaintances - 22.5%
- Newspapers - 18.2%

WORKPLACE FLEXIBILITY:

(by percent of interest)

- Cross-training - 72.9%
- Job teams - 70.1%
- Job sharing - 46.9%
- Varied shifts - 45.5%
- Seasonal work - 43.9%
- Temporary work - 40.8%



LABOR CHARACTERISTICS

PRODUCTION

OCCUPATION	OCCUPATIONAL CODE	MEAN WAGE	ENTRY WAGE	EXPERIENCED WAGE	MEDIAN WAGE	MEAN ANNUAL SALARY
Butchers and Meat Cutters	51-3021	\$12.72	\$10.24	\$13.97	\$11.81	\$26,465
Cabinetmakers and Bench Carpenters	51-7011	\$17.20	\$11.84	\$19.88	\$17.03	\$35,774
Chemical Equipment Operators and Tenders	51-9011	\$23.17	\$13.36	\$28.07	\$23.19	\$48,184
Chemical Plant and System Operators	51-8091	\$28.97	\$20.51	\$33.20	\$26.92	\$60,254
Cleaning, Washing, and Metal Pickling Equipment Operators and Tenders	51-9192	\$15.01	\$10.98	\$17.02	\$13.62	\$31,213
Coating, Painting, and Spraying Machine Setters, Operators, and Tenders	51-9121	\$18.46	\$14.31	\$20.54	\$18.02	\$38,400
Computer Numerically Controlled Machine Tool Programmers, Metal and Plastic	51-4012	\$22.15	\$15.29	\$25.58	\$21.71	\$46,066
Computer-Controlled Machine Tool Operators, Metal and Plastic	51-4011	\$19.59	\$14.86	\$21.95	\$19.22	\$40,743
Cooling and Freezing Equipment Operators and Tenders	51-9193	\$18.28	\$13.81	\$20.51	\$18.32	\$38,014
Crushing, Grinding, and Polishing Machine Setters, Operators, and Tenders	51-9021	\$18.07	\$14.16	\$20.03	\$18.25	\$37,587
Cutters and Trimmers, Hand	51-9031	\$15.55	\$12.95	\$16.84	\$15.05	\$32,336
Cutting and Slicing Machine Setters, Operators, and Tenders	51-9032	\$20.11	\$15.33	\$22.51	\$20.66	\$41,834
Cutting, Punching, and Press Machine Setters, Operators, and Tenders, Metal and Plastic	51-4031	\$17.34	\$13.16	\$19.42	\$17.21	\$36,060
Drilling and Boring Machine Tool Setters, Operators, and Tenders, Metal and Plastic	51-4032	\$21.53	\$14.43	\$25.09	\$18.91	\$44,789
Engine and Other Machine Assemblers	51-2031	\$18.89	\$14.66	\$21.01	\$18.43	\$39,296
Extruding, Forming, Pressing, and Compacting Machine Setters, Operators, and Tenders	51-9041	\$19.22	\$14.31	\$21.68	\$18.76	\$39,983
Fiberglass Laminators and Fabricators	51-2091	\$19.23	\$14.44	\$21.62	\$20.13	\$39,992
First-Line Supervisors of Production and Operating Workers	51-1011	\$28.21	\$18.84	\$32.90	\$26.50	\$58,682
Food Batchmakers	51-3092	\$18.21	\$12.77	\$20.93	\$16.53	\$37,881
Food Cooking Machine Operators and Tenders	51-3093	\$16.80	\$13.09	\$18.65	\$15.03	\$34,936
Food Processing Workers, All Other	51-3099	\$16.69	\$14.44	\$17.81	\$17.02	\$34,709
Forging Machine Setters, Operators, and Tenders, Metal and Plastic	51-4022	\$17.00	\$12.51	\$19.25	\$15.76	\$35,367
Foundry Mold and Coremakers	51-4071	\$19.51	\$14.98	\$21.77	\$19.71	\$40,573
Furnace, Kiln, Oven, Drier, and Kettle Operators and Tenders	51-9051	\$19.98	\$15.32	\$22.31	\$20.63	\$41,553
Furniture Finishers	51-7021	\$16.55	\$12.13	\$18.76	\$16.21	\$34,429
Gas Plant Operators	51-8092	\$26.18	\$18.24	\$30.14	\$25.76	\$54,446
Grinding and Polishing Workers, Hand	51-9022	\$15.14	\$10.55	\$17.44	\$14.33	\$31,496
Heat Treating Equipment Setters, Operators, and Tenders, Metal and Plastic	51-4191	\$18.75	\$14.91	\$20.66	\$19.05	\$38,990
Helpers--Production Workers	51-9198	\$14.50	\$10.99	\$16.26	\$14.09	\$30,164
Inspectors, Testers, Sorters, Samplers, and Weighers	51-9061	\$20.43	\$14.04	\$23.62	\$19.16	\$42,494
Laundry and Dry-Cleaning Workers	51-6011	\$11.78	\$9.76	\$12.80	\$11.23	\$24,512
Layout Workers, Metal and Plastic	51-4192	\$23.39	\$17.18	\$26.50	\$23.14	\$48,656
Machinists	51-4041	\$19.27	\$14.75	\$21.53	\$18.78	\$40,085
Meat, Poultry, and Fish Cutters and Trimmers	51-3022	\$16.25	\$13.70	\$17.53	\$16.18	\$33,805
Medical Appliance Technicians	51-9082	\$19.23	\$14.19	\$21.75	\$19.78	\$39,992
Metal Workers and Plastic Workers, All Other	51-4199	\$19.27	\$15.49	\$21.16	\$19.30	\$40,089
Metal-Refining Furnace Operators and Tenders	51-4051	\$20.84	\$16.43	\$23.04	\$20.77	\$43,343
Milling and Planing Machine Setters, Operators, and Tenders, Metal and Plastic	51-4035	\$19.00	\$14.04	\$21.48	\$19.18	\$39,527
Mixing and Blending Machine Setters, Operators, and Tenders	51-9023	\$20.22	\$14.82	\$22.91	\$19.29	\$42,048
Model Makers, Metal and Plastic	51-4061	\$22.70	\$16.70	\$25.69	\$22.20	\$47,208
Molders, Shapers, and Casters, Except Metal and Plastic	51-9195	\$17.68	\$12.73	\$20.15	\$17.04	\$36,772
Multiple Machine Tool Setters, Operators, and Tenders, Metal and Plastic	51-4081	\$17.85	\$13.59	\$19.99	\$17.76	\$37,132
Plant and System Operators, All Other	51-8099	\$29.84	\$23.08	\$33.21	\$29.80	\$62,058
Prepress Technicians and Workers	51-5111	\$17.27	\$11.53	\$20.14	\$16.98	\$35,926
Production Workers, All Other	51-9199	\$20.81	\$11.71	\$25.36	\$21.71	\$43,288
Rolling Machine Setters, Operators, and Tenders, Metal and Plastic	51-4023	\$18.95	\$14.38	\$21.23	\$18.26	\$39,406
Sawing Machine Setters, Operators, and Tenders, Wood	51-7041	\$16.84	\$11.80	\$19.36	\$17.13	\$35,030
Slaughterers and Meat Packers	51-3023	\$15.36	\$12.70	\$16.69	\$15.54	\$31,942
Stationary Engineers and Boiler Operators	51-8021	\$26.49	\$20.31	\$29.58	\$26.63	\$55,099
Structural Metal Fabricators and Fitters	51-2041	\$17.55	\$14.17	\$19.24	\$17.42	\$36,508
Tool and Die Makers	51-4111	\$23.89	\$19.38	\$26.14	\$23.98	\$49,690
Tool Grinders, Filers, and Sharpeners	51-4194	\$22.68	\$18.74	\$24.64	\$22.60	\$47,167
Upholsterers	51-6093	\$17.47	\$13.61	\$19.40	\$17.32	\$36,332
Water and Wastewater Treatment Plant and System Operators	51-8031	\$21.66	\$13.87	\$25.56	\$21.92	\$45,057
Welders, Cutters, Solderers, and Brazers	51-4121	\$18.87	\$15.26	\$20.67	\$18.54	\$39,243
Welding, Soldering, and Brazing Machine Setters, Operators, and Tenders	51-4122	\$19.46	\$16.17	\$21.11	\$19.40	\$40,478

The 2019 Iowa Wage data for the State of Iowa Laborshed area was produced by the Labor Force & Occupational Analysis Bureau to provide communities local information on wages by occupation. The source of the wage and employment data is based on the May 2018 OES estimates. Additional occupational wage and employment data can be found at www.iowalmi.gov/laborshed.

Balance of data compiled by Iowa Workforce Development using Laborshed data released in 2020.